



For further information about how the below data has been calculated and the steps Victim Support are taking to address the gender pay gap please visit the [Gender Pay Gap](#) page of our website.

6-year gender pay gap comparison

	Gender pay gap	
	Mean	Median
2022	14.7%	9.6%
2021	14.2%	6.1%
2020	13.2%	3.3%
2019	13.2%	6.6%
2018	11.9%	7.0%
2017	17.6%	6.8%

	Proportion of women and men	
	Women	Men
2022	86%	14%
2021	86%	14%
2020	85%	15%
2019	85%	15%
2018	83%	17%
2017	84%	16%